



**University of South Carolina
HR Contact Resources
Summer Compensation 2026
Important Information**

Offer Letters:

- All summer hires require an offer letter attached. Three templates are available (1 for FTE faculty and 2 for temporary faculty-TFAC).
- TFAC paper hiring form (PBP2s) and required offer letter submissions must be sent to saladmin@mailbox.sc.edu for review/approval. These are not submitted in HCM.
- Each line item on the offer letter (i.e. each separate class and ECOM/research assignment) must be associated with a separate summer hire eForm in HCM or separate line on the PBP2s form.
- The salary amount and dates of appointment on the Summer Hire eForm or PBP2s must match what is listed in the attached offer letter.

Summer Hire Dates and Pay Information:

- Summer begins 05/16/2026 and ends 08/15/2026. FTE Faculty cannot be paid for summer compensation until the 5/16/2026 – 5/31/2026 payroll, regardless of when the summer instruction begins. ECOM cannot begin before 5/16/2026.
- Summer comp defaults to the same pay schedule as the faculty’s FTE position of current or lag. Pay schedules are published on the [Payroll Toolbox](#).
- All TFACs are paid on a lag.
- Summer compensation follows the same HR deadlines as all other actions, as shown below:

2026 Pay Period Ending	Deadline (Submit to HR by Noon on)
May 31	Wednesday, May 6
June 15	Thursday, May 21
June 30	Friday, June 5
July 15	Friday, June 19
July 31	Wednesday, July 8
August 15	Tuesday, July 21

Compensation Limits:

- In summer 2026, there are 65 workdays for 9-month faculty, so total compensation for 2026 summer employment may not exceed 33.33% of the faculty member’s ***preceding academic year salary***. Note that a general increase (GI) in July will not impact earnings limits for summer compensation 2026.
 - For 10.5-month faculty the limit is 15.55% (up to 35 workdays, depending on dates).
 - For 11-month faculty the limit is 10.63% (up to 25 workdays, depending on dates).
 - 12-month faculty are not eligible for summer comp (internal dual or FOV as applicable).
- Exceptions to the 33.33% limit for summer instruction require prior approval by the Office of the Provost or the Chancellor for comprehensive universities or Palmetto College.
 - If an exception is being requested for summer instruction for FTE faculty on the Columbia campus the Summer Hire eForm will automatically workflow to Provost for approval.
 - If an exception is being requested for summer instruction for FTE faculty on the comprehensive universities or Palmetto College campuses, the initiator must attach approval documentation to the Summer hire eForm.
- There are no exceptions to the 33.33% limit for ECOM/Research.